

24 Sep 18

From: CAPT Kristian P. Kearton, USN
To: Commander, U.S. Fleet Cyber Command/U.S. TENTH Fleet

Subj: INVESTIGATION INTO FACTS AND CIRCUMSTANCES SURROUNDING
ALLEGATION OF MISCONDUCT AGAINST THE COMMANDING OFFICER OF
NAVAL COMPUTER AND TELECOMMUNICATIONS STATION SICILY

Ref: (a) JAGINST 5800.7F, Chapter II
(b) R.C.M. 303, Manual for Courts-Martial

Encl: (1) Appointing Order dated 14 Aug 18
(2) FCC IG Hotline Complaint Form
(3) Voluntary Statement from (b) (6)
(4) Voluntary Statement from (b) (6)
(5) Voluntary Statement from (b) (6)
(6) Voluntary Statement from (b) (6)
(7) Voluntary Statement from (b) (6)
(8) Voluntary Statement from (b) (6)
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(14) Voluntary Statement from (b) (6)
(15) Voluntary Statement from (b) (6)
(16) Voluntary Statement from (b) (6)
(17) Voluntary Statement from (b) (6)
(18) Voluntary Statement from (b) (6)
(19) Voluntary Statement from (b) (6)
(20) Summarized Transcript of CDR Cordero's Interview
(21) Verbatim Portions of CDR Cordero's Interview
(22) Voluntary Statement from (b) (6)
(23) NASSIGINST 5728.1F "Base Public Affairs Office"
(24) Charge of Command ICO Jesus Cordero signed 28 Nov 17
(25) 2018 DEOCS Report NCTS Sigonella
(26) E-mail from XO Re: FITREP Input dated 10 Apr 18
(27) E-mail from (b) (6) Re: NCTS SICILY CDR CORDERO
FITREP dated 12 Apr 18
(28) E-mail from LSC Re: COMREL Question dated 20 Apr 18
(29) NCTS Naples SIPRNet login logs
(30) E-mail from XO Re: CO leave and TDY dated 20 Oct 18
(31) E-mail from XO Re: COMREL Volunteers dated 23 Apr 18
(32) E-mail from CMC Re: COMREL Volunteers dated 20 Apr 18
(33) COMFLT CYBERCOM/TENTH FLEET NOTE 1610 dated 21 Feb 18

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PRELIMINARY STATEMENT

1. In accordance with references (a), (b), and pursuant to enclosure (1), a Command Investigation was conducted to inquire into allegations raised by a confidential Inspector General (IG) complaint against the Commanding Officer (CO) of Naval Computer and Telecommunications Station (NCTS) Sicily, Commander (CDR) Jesus Cordero, USN, filed with the U.S. Fleet Cyber Command IG on 13 August 2018, enclosure (2).

2. During the course of this investigation, I consulted Lieutenant Commander Breier Scheetz, JAGC, USN, Staff Judge Advocate, U.S. Fleet Cyber Command. All directives set out in enclosure (1) have been met and all relevant evidence was collected.

3. An extension of time was requested and granted for submission no later than 24 September 2018.

4. Voluntary statements were obtained from the complainant, the CO, Executive Officer (XO), Commander Master Chief (CMC), Departmental leadership (officer, enlisted, and civilian), and from other relevant individuals. CDR Cordero's interview was audibly recorded and is being maintained digitally at the Fleet Cyber Command Legal Office. A summarized transcription of the interview is provided in enclosure (20). In addition, relevant verbatim quotations of CDR Cordero's interview were transcribed and provided in enclosure (21).

5. There were numerous conflicts in evidence during this investigation. Specifically, there was a significant number of discrepancies between CDR Cordero's testimony and those of other witnesses. In some cases, CDR Cordero's testimony conflicted with multiple witnesses. For example, both the XO and CMC recalled a government vehicle being utilized to pick up and transport supplies for a community relations (COMREL) event; however, CDR Cordero denied that this occurred. Multiple witnesses stated that CDR Cordero used profanity in the workplace on occasion whereas CDR Cordero denied ever swearing at the Command. In addition, multiple witnesses stated that the CO was late in submitting his fitness report (FITREP) and that he solicited input for it. Conversely, CDR Cordero stated that he was not late and did not solicit input because he could write

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his own FITREP. The investigation did not reveal a plausible motive for these other witnesses to fabricate their testimony, nor did the investigation find any evidence that witnesses had colluded. For these reasons, CDR Cordero's testimony is not credible. Therefore, where conflicts existed, which are noted in this report, this weighed heavily in finding the other testimony more reliable.

6. This report is organized topically by allegations in the IG complaint, as well as additional matters raised during the investigation. An executive summary is also provided.

EXECUTIVE SUMMARY

1. The IG complaint of 13 August alleged various misconduct by CDR Cordero, CO, NCTS Sicily. These allegations included: improper use of a government vehicle; making threats of reprisal; gross incompetence, dereliction of duty, and violation of Commander, U.S. SIXTH Fleet Standing Orders. The complaint outlined numerous incidents which, broadly speaking fall into the following categories: violations of the Joint Ethics Regulations (JER), dereliction of duty, threatening reprisal, and creating a hostile working environment or poor command climate.

2. Background. CDR Cordero, an Information Professional (IP) Officer, assumed command of NCTS Sicily on January 18, 2018, relieving CAPT Donald Hocutt. At that time, the XO, LCDR (b) (6), and CMC, CMDCM (SW) (b) (6), had also recently assumed their duties.

3. Violations of the JER (Misuse of government vehicle). The complaint alleges that CDR Cordero misused the government vehicle by using it to make stops at a local hardware store to procure and transport supplies for COMREL projects. Witnesses corroborated this allegation.

4. Dereliction of duty and C6F Orders Violation. The complainant alleged that CDR Cordero abdicates his responsibility to oversee important meetings, failed to get a SIPR account, and allowed others to log on to his SIPR account, once created, with his SIPR token. Evidence gathered did not substantiate any of these allegations. In addition, the complaint alleged that CDR Cordero violated C6F Standing Orders

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by attending local (foreign) political meetings and wearing uniforms outside of prescribed C6F limits. Evidence showed that the events were sanctioned and uniform waivers approved.

5. Reprisal. The complaint alleged that CDR Cordero threatened Operations Department personnel in May 2018 concerning correcting system outages. However, evidence did not substantiate that CDR Cordero's actions, while imprudent, rose to the level of a threat of reprisal.

6. Hostile working environment/poor command climate. The complaint alleges that CDR Cordero berated NCTS Sicily personnel; bypassed/undercut the Chief's Mess; disparaged the former CO; and coerced participation in COMREL projects. Several witnesses described CDR Cordero as intimidating and prone to losing his temper, using profanity towards command members, when angry. The investigation also substantiated the fact that CDR Cordero made public derogatory remarks about the previous CO. Witnesses indicated that some of CDR Cordero's actions may have created an environment in which Sailors bypassed the Chain of Command and brought issues directly to the CO. Evidence showed that there was a large emphasis on COMREL activities and Command members were ordered to volunteer for these events.

7. Competence. The complaint alleged "gross incompetence" on the part of CDR Cordero for not understanding systems, processes and operations. CDR Cordero's operational knowledge and competence were called into question by several witnesses who asserted the CO did not understand the command mission, that he could not differentiate between, nor understand how various systems operated. Several witnesses commented on CDR Cordero's inability to retain information, and that despite frequent trainings, the same information needed to be reiterated to him multiple times.

8. Integrity and judgment. During the course of the investigation, CDR Cordero showed a disturbing lack of candor. He adamantly denied all wrongdoing, even low-level infractions, that were corroborated by numerous witnesses, and in one case, by the other two members of the Triad. Moreover, witnesses stated that following the news of an investigation, he spoke to the Command at an all hands training about loyalty and not going outside the Command with issues.

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9. These integrity and judgment issues, coupled with the competence issues raised by this inquiry, call into serious question CDR Cordero's continued ability to command.

FINDINGS OF FACT

1. The Charge of Command states: "Trust is a fundamental building block of our command and control structure and our ability to achieve mission success." (encl 24)
2. CAPT Donald Hocutt was the previous CO of NCTS Sicily. (encl 3, 4, 6)
3. CDR Cordero is the current CO of NCTS Sicily. He assumed command in January 2017. (encl 3, 4, 6, 20)
4. CDR Cordero had no previous command or executive officer (XO) experience. (encl 3)
5. All members of the NCTS Sicily Command Triad arrived within a short span of each other. The XO billet was gapped with no turnover. (encl 3, 6, 7)
6. None of the members of the Triad have held their positions previously. (encl 3)
7. The CO, CDR Cordero, is an IP officer, the XO, LCDR (b) (6), is a Meteorology and Oceanography (METOC) Officer, and the CMC, CMDCM (b) (6), was previously a Master-at-Arms (MA) with no communications experience. (encl 3, 4, 5, 20)
8. CDR Cordero has been selected for promotion to the rank of Captain (CAPT). (encl 20)

Command Climate - Spot NAMS

9. In February 2018, the CO began awarding specific achievement awards (i.e. spot Navy Achievement Medals (spot-NAMS)) to NCTS Sicily Sailors. (encl 3, 4, 5, 6, 8, 9, 12, 19)
10. The spot-NAMS were awarded without consultation with the awardee's chain of command. (encl 3, 4, 12, 19)

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11. Paperwork for the spot-NAMs was done after the fact. (encl 3, 12, 19)

12. In one instance, a spot-NAM was awarded to a sailor who had just been verbally counseled for performance issues. The Sailor's Department Head (DH), who did not support the award, was ordered to rewrite it over objection. (encl 8, 12)

13. Concerns were raised by the DHs, Officers and Chief's Mess concerning the new spot-NAM process. (encl 3, 6, 8, 12, 19)

14. The process for spot-NAMS has been changed and now incorporates an Awards Board. (encl 6, 8)

COMRELS

15. CDR Cordero expressed an interest in increasing COMREL activities through service projects and community events. (encl 4, 6, 7, 8, 13, 17)

16. The CO stated to command personnel that VADM Gilday and CAPT Grady wanted him to improve relations with the Italian people. (encl 4, 6, 16, 20)

17. (b) (6) is the NCTS Sicily command COMREL Coordinator. (encl 17)

18. (b) (6) stated that CDR Cordero spent \$4000 of his personal funds towards COMREL projects. (encl 17)

COMRELS - Relevant Policies

19. Off-base COMRELS are managed by the Naval Air Station Sigonella Public Affairs Officer (PAO), (b) (6), the Base COMREL Coordinator. (encl 13)

20. All COMREL activities are coordinated through the Base COMREL Coordinator, who provides commands with available COMREL opportunities. (encl 13)

21. The base instruction requires an E-6 or above to serve as the Command COMREL Coordinator. (encl 17)

22. Commands are limited to the set purpose of the COMRELS as approved. (encl 13)

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23. Commands are not authorized to provide supplies for COMRELS. Supported foreign organizations are required to provide supplies, while the Navy provides the people. (encl 13)

24. Government vehicles are authorized to transport personnel to a COMREL. (encl 13)

25. Government vehicles are not authorized to transport supplies for a COMREL. (encl 8, 13, 28)

26. The Installation CO approves of community events off-base that are in uniform. (encl 13)

27. Usually such events are attended in uniform. (encl 13)

CO Attendance at Community Events

28. The CO of NAS Sigonella often solicits representatives to take his place for events he is invited to in the community. (encl 13)

29. CDR Cordero frequently volunteered for such community events. (encl 3, 4, 13, 17, 20)

30. CDR Cordero attended the following events as the Installation CO's representative: 75th Anniversary event for the Carabinieri in Palermo, and commemorations events for Operation Husky in Ponte Dirillo and Gela. (encl 3, 5, 9, 13, 17)

31. The CO and other members of NCTS Sicily attended these events in uniform. (encl 3, 4, 5, 12, 20)

32. Necessary uniform waivers were obtained for these events through the base. (encl 4, 5, 13, 17)

33. The 75th Anniversary event for the Carabinieri in Palermo was an authorized and approved COMREL event. (encl 13, 17)

34. The commemorations in Ponte Dirillo was an authorized and approved COMREL event. (encl 13, 17)

35. The commemoration in Gela was an authorized and approved COMREL event. (encl 13, 17)

36. The frequency of CDR Cordero's participation in COMREL events became a source of concern for some Command personnel. (encl 3, 6, 7, 8, 17, 19, 25)

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COMREL - School Project

37. CDR Cordero volunteered to adopt a poor school in Catania for a Command COMREL activity. (encl 17)

38. The school was described as exceptionally poor, a "projects school." (encl 20, 21)

39. Part of the school COMREL project was patching drywall and painting. (encl 17)

40. The school did not provide any supplies for painting or drywall work. (encl 17)

Use of Government Vehicles

41. Before the COMREL at the school began, CDR Cordero and CMC were driving to the airport in Catania with the duty driver in a government vehicle. (encl 3, 5, 11)

42. The duty driver was (b) (6). (encl 3, 8, 11)

43. The CO directed the duty driver to stop the government vehicle at Bricoman, a local hardware store, in order to purchase paint for the COMREL. (encl 3, 4, 5, 11, 12)

44. The CO purchased paint, a large ladder, and supplies with his own money at Bricoman. These items were for the command COMREL at the school. The supplies were put in the duty vehicle. (encl 3, 4, 5, 11)

45. After the duty driver dropped the CO and CMC off at the airport, he brought the paint back and supplies to the Supply Department at NCTS Sicily. (encl 3, 5, 11, 14)

46. The Supply Department refused to store the paint, as it was considered unauthorized HAZMAT, so the paint was moved to the quarterdeck. (encl 3, 14, 15)

47. CMC (b) (6) stated that while riding with CDR Cordero enroute to the airport for official travel, duty driver stopped at Bricoman so the CO could buy paint, a ladder, and supplies for the Command-sponsored COMREL. (encl 5)

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48. The XO stated that the Command used the duty vehicle to transport supplies for COMREL activities on one or two occasions, and that NCTS Sicily uses government vehicles for COMRELS. (encl 3)

49. Email advice from Region Legal Service Office Europe, Africa, and Southwest Asia (RLSO EURAFSWA) warned that NCTS Sicily was not authorized to use the government vehicle to travel to purchase or transport any materials for COMRELS. (encl 28)

50. (b) (6) stated that she informed CDR Cordero directly of RLSO's advice against using the government vehicle for COMREL supplies purchases and transportation. She stated that CDR Cordero acknowledged her but that the government vehicle was still used. (encl 8)

51. CDR Cordero denied using the government vehicle to transport NCTS Sicily personnel to COMREL events and stated that personal vehicles were used. He denied ever using the government vehicle or duty driver to pick up supplies (encl 20, 21):

Q: Specifically for that COMREL, did you ever use a government vehicle to support the COMREL, like driving people back and forth?

R: No, we drove ourselves, in our personal vehicles.

Q: Did you ever use the vehicle to pick up supplies or do anything like that?

A: I didn't, I didn't, we didn't use anything like that, that I know of, no, everything was transported in people's vehicles.

Q: Did you ever use a duty driver to pick up material or something to escort back?

A: Nope, nope, nope.

52. CDR Cordero denied stopping anywhere on the way to the airport, and denied that paint was transported back to the Command. (encl 20, 21)

School COMREL Concerns

53. The environment at the school COMREL was chaotic. Children were disregarding their teachers, misbehaving, fighting, and making lewd sexual remarks. (encl 8, 19)

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54. (b) (6) stated that the environment at the school COMREL did not feel safe. (encl 8)

55. Following the COMREL, at a Department Head meeting, (b) (6) brought up her safety concerns to CDR Cordero. (encl 8)

56. CDR Cordero's reply was, "Anywhere we go in the Navy, it could be unsafe. We just have to learn how to react to it."
(encl 8)

57. (b) (6) brought up her safety concerns to CDR Cordero on three separate occasions. (encl 8)

58. Many sailors were uncomfortable with the environment at the school. (encl 8, 10, 15)

59. Because of the environment at the school, many sailors did not want to return after their first visit. (encl 10)

60. CDR Cordero denied receiving any negative feedback concerning the school COMREL and that no one ever expressed safety concerns to him about it. (encl 20, 21)

Forced Participation in COMRELS

61. There was lack of volunteers for the COMREL at the school. (encl 3, 4, 9, 17)

62. (b) (6) stated that due to a lack of volunteers for COMRELS, the CO ordered the DHs to "Voluntell them or I will."
(encl 3)

63. (b) (6) stated that the XO reiterated at a DH meeting that if there were not enough volunteers for the COMREL, the Command would start choosing people. (encl 9, 31)

64. (b) (6) stated that during a DH meeting, the CMC said that if there were not enough volunteers for a COMREL event they would be "voluntold." (encl 6)

65. The CMC sent an e-mail to the Chief's Mess directing individuals to be put on the volunteer list for COMRELS without their having volunteered. The XO sent an e-mail directing an individual to be assigned to attend the COMREL if they did not get one more volunteer. The XO directed that the Admin Department be shut down for an entire day in order to provide personnel for a COMREL. (encl 8, 15, 31, 32)

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66. CDR Cordero denied that the number of COMREL volunteers was discussed at a DH meeting, denied being aware of a shortage of volunteers, and denied that the XO ordered the Admin Department shut down. (encl 20, 21)

Remarks about CAPT Hocutt

67. CDR Cordero made public derogatory remarks about the previous CO, CAPT Hocutt. (Encl 3, 6, 8, 9, 12, 14, 19)

68. Sailors were ordered not to say CAPT Hocutt's name. (encl 3, 6, 8, 14, 19)

69. (b) (6) recalled CDR Cordero stating "I don't want to hear his name again," and "I don't know what the fuck CAPT Hocutt was doing here." He further recalled a DH meeting in which CDR Cordero stated, "I don't give a fuck how CAPT Hocutt did it, do it this way." (encl 3)

70. (b) (6) also recalled hearing CDR Cordero talk negatively about CAPT Hocutt at a DH meeting. (encl 6)

71. (b) (6) stated that CDR Cordero often became upset when CAPT Hocutt's name was mentioned and recalled a DH meeting in which CDR Cordero stated that the previous CO did things incorrectly and that he (CDR Cordero) did not want to hear about CAPT Hocutt. (encl 8)

72. (b) (6) also stated that he heard the CO make negative remarks about the previous leadership on a couple occasions. (encl 9)

73. (b) (6) stated he also heard CDR Cordero say that CAPT Hocutt was not a good sponsor, that he (CDR Cordero) was sent to fix problems caused by CAPT Hocutt, and that CDR Cordero did not want to "hear about fucking CAPT Hocutt again." (encl 19)

74. CDR Cordero denied saying that he was sent to fix the problems of the previous CO. Additionally, he denied stating that he never wanted to hear CAPT Hocutt's name, and stated that CAPT Hocutt and he (CDR Cordero) were "great" friends: (encl 20, 21):

Q. At a Department Head meeting, or, you going back to how your initial impressions here, and your impressions from Admiral Gilday, your impressions from CAPT Grady... Did you ever at a

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Department Head meeting, or at the Command writ large, ever say something to the effect of, "I was sent here to fix the problems of the previous CO, because they didn't do the job right, so they sent me?"

A. (Laughing) Absolutely not. Absolutely not. Absolutely not. Oh my God, that is ridiculous. That is completely ridiculous.

Q: Did you ever say, "I don't fucking want to hear anything about CAPT Hocutt again. He's gone and I'm in charge."

A: Absolutely not. CAPT Hocutt's a good friend of mind. A prior enlisted, both of us.

Q. Where you given any direction by Admiral Gilday to fix the Command, or did you have any impression that NCTS Sicily was not performing well, and you were sent here to correct it? 1:11:57

A. Absolutely no sir. We never discussed anything like that at all.

Q. How about CAPT Grady, did he ever say anything like that?

A. CAPT Grady, absolutely not.

Q. Did you ever tell anyone that you didn't want to hear CAPT Hocutt's name mentioned at all?

A. Absolutely not. Why would I say that? That makes absolutely no sense. CAPT Hocutt is a great friend of mine.

Q. Is there any reason people would get that impression, you think?

A. I have no idea why people get that impression.

Q. Did you have any concerns, did CAPT Hocutt, were there any concerns about his performance as CO, from your perspective?

A. I don't have any! I mean (pause) he's a great American and a great officer.

Swearing

75. CDR Cordero swears and uses profanity while at the command. (encl 3, 4, 5, 6, 7, 9, 12)

76. The XO stated he has witnessed a handful of outbursts of swearing by the CO in the presence of Operations Department leadership or the Triad, and that swearing was sometimes directed toward personnel. He further stated that CDR Cordero had admitted that he is working to reduce the amount that he swears. (encl 4)

77. The CMC confirmed he had heard the CO swear. (encl 5)

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78. (b) (6) stated he overheard the CO screaming "What the fuck is going on at NCTS Sicily?!" he heard this in the P-way outside his office and that the CO raises his voice. (encl 9)

79. CDR Cordero stated that he never swears and that he has never sworn at subordinates or in meetings because it is not professional and not his "style." (encl 20, 21):

A. We're professionals, the ideals that we have at NCTS Sicily are the following: do not allow cursing...

Q. Did you, you said something earlier about professionalism, and you don't want people to swear or yell or degrade people. Have you sworn?

A. Nope, but I've been stern to a Department Head behind closed doors.

Q. You've never sworn in a group of people?

A. No. Absolutely not, not my style.

Q. You've never used the F- word?

A. No.

Q. Or the S-word?

A. No.

Q. Or anything?

A. No, no.

(Discusses sternly counseling N3 Department)

Q. I understand you said, "Not your style." Are there ever times when you deviated from the norm and have sworn at subordinates or in meetings?

A. No. Absolutely not.

80. (b) (6) stated that one time after a Commander's Update Brief, CDR Cordero shouted, "I'm fucking embarrassed! I want a fucking brief! How did this fucking happen?" (encl 9)

81. CDR Cordero denied swearing in the incident after the CUB in which he is alleged to have yelled and sworn. (encl 20, 21):

Q. When you were describing what happened at the CUB, did you ever say, "I was fucking embarrassed. I want a fucking brief. How did this fucking happen?" Did you ever say that?

A. I said that except the F-words are not there.

Writing the CO's FITREP

82. Several months prior to the due date, the XO informed CDR Cordero at a Department Head meeting that his FITREP was coming up. (encl 8)

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83. CDR FITREP inputs were due to FCC Admin by 26 March 2018.
(encl 33)

84. CDR Cordero did not submit his FITREP input by the
deadline. (encl 3, 4, 8, 26, 27)

85. CDR Cordero was upset that his FITREP input was late. (encl
8)

86. (b) (6)

87. (b) (6),
but that the XO later (b) (6) to do bullets, at the direction
of the CO. (encl 8)

88. (b) (6) sent an e-mail to the DHs and XO requesting
FITREP input for the CO's FITREP. (encl 3, 6, 8)

89. The XO confirmed that Command input was solicited for the
CO's FITREP and that the input to FCC was late. The XO sent an
email to the DHs giving guidance on input for the CO's FITREP.
(encl 4)

90. The XO's email directed input in the form of personalized
bullets for CDR Cordero's FITREP, formatted as if he had written
them for the input block. (encl 3, 4, 5, 6, 26)

91. On April 10 or 11, (b) (6) compiled the input, drafted
CDR Cordero's FITREP, and sent it to him for review. The CO
reviewed the FITREP over the weekend and it was sent to FCC.
(encl 8)

92. FCC Admin received CDR Cordero's FITREP inputs on 12 April.
(encl 31)

93. CDR Cordero denied that his FITREP input was late and
denied tasking subordinates to submit bullets or write his
FITREP. (encl 20, 21):

Q. How about your FITREP, was that ever late?

A. No, no, not that I know of, no.

Q. OK. Speaking of your FITREP, did you ever ask or task
subordinates to write your FITREP?

A. (Laughing) No! Absolutely not. (laughing) Oh my God, no.
(laughing) Absolutely not.

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Q. Did you ever at a Department Head meeting tell them, hey, you need to provide me bullets of what you do and it needs to be written like I'd write my own FITREP for my block? You know, "CDR Cordero is a fabulous officer and his team does the following..."

A. I have not done it, no.

Q. OK.

A. Oh God, this just makes no sense.

Q. Have you ever tasked anyone else to gather bullets for your FITREP?

A. No. I can write my own. (pause) I mean there's only been one.

Q. So in your recollection you were never upset that your FITREP was late and you were concerned about notification of when your FITREPS are due or how they're done?

A. No, absolutely no. The only thing that I was trying to arrange was the debrief. That has never happened. There was no issue with the submission of the Fitness Report. Nothing whatsoever. It was all about the debrief.

Use and Storage of Hazardous Material (Paint)

94. Commanding Officers are required to ensure Command compliance with OPNAVINST 5100.23(Series) for Use and Storage of Hazardous Material (HAZMAT).

95. Regarding paint purchases, N4 Supply Department must first check and see if paint is available through the Base HAZMAT office. If unavailable, paint may be purchased elsewhere, but must be first screened through HAZMAT. (encl 16, 18)

96. Commercial paint was purchased for Command beautification/renovation projects. It was not processed through NAVFAC and was not screened through HAZMAT. (encl 3, 14, 15, 18)

97. Paint for the COMREL and paint for Command beautification projects were not stored in approved HAZMAT locations while at the Command. (encl 3, 4, 11, 12, 14, 15, 16, 17, 18)

98. CDR Cordero's renovation of his office, including painting it, was not routed through NAVFAC. (encl 14)

99. (b) (6) stated that the Command "cut corners" regarding the painting of Command spaces. (encl 19)

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100. The XO confirmed that paint purchased off-base by CDR Cordero was stored at the Command and that it was not normal procedure. (encl 3)

101. CDR Cordero purchased paint for his office at Bricoman. According to a witness, CDR Cordero wanted it done quickly so the normal process was circumvented. The paint the CO purchased was stored in a cleaning gear locker in the passage way. (encl 18)

102. (b) (6) stated that he saw 20 gallons of paint for a COMREL sitting at the quarterdeck and told (b) (6) to take it home. (encl 3)

Ineffective Listening

103. CDR Cordero makes decisions without consulting the Chain of Command. (encl 6, 7, 8, 12, 14, 19)

104. There is no free space on CDR Cordero's calendar. Witnesses stated that CDR Cordero's busy schedule causes a lack of knowledge or understanding. (encl 3, 7, 10)

105. The CO is described as a poor listener. (encl 3, 7, 9, 12, 14)

106. The Operations Officer stated that CDR Cordero stated that CDR Cordero's lack of listening caused a lack of understanding and impacted meetings. (encl 7)

107. Command leadership described CDR Cordero as forgetting what he was just told and needing information repeated multiple times. (encl 6, 7, 9)

108. (b) (6) stated that he had to tell CDR Cordero information a couple of times, and even write it down, and later it would seem as if they never had the conversation. (encl 6)

109. The Operations Department conducts training for CDR Cordero and receives the same questions from him over and over again. It does not appear that he remembers what has been previously explained. (encl 7)

Lack of Operational Knowledge

110. Many people in NCTS Sicily leadership voiced concern that CDR Cordero lacks operational knowledge. (encl 3, 7, 9, 12, 19)

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111. The Operations Officer stated that he does not think CDR Cordero has an understanding of the Command's operations, which requires additional work to prepare CDR Cordero (creation of pages of notes) for events. The impression is that CDR Cordero needs someone present with him for VTC calls. (encl 7)

112. (b) (6), stated that CDR Cordero does not know the Command's mission sets nor the status of equipment, and relies heavily on DHs to "know what he should already know." (encl 9)

113. Command personnel are concerned that CDR Cordero does not have an adequate understanding of basic operational matters in his Command." (encl 19)

114. The CO is described as chronically late. (encl 3, 8, 10)

115. Because of his lack of operational knowledge, the CO receives operational training once or twice a week. (encl 3, 4, 7, 12, 19)

116. The CO's training is done by JTFOC Watch officers in this office while they are on watch in the CO's office. (encl 4, 12, 19)

117. The training is viewed as not improving the CO's knowledge. (encl 3, 7)

118. CDR Cordero receives training every Tuesday to try to improve his operational knowledge. He is described as receptive, but he does not appear to understand even simple systems such as Combat Survivor/Evader Locator (CSEL). (encl 7)

119. (b) (6) expressed frustration that CDR Cordero does not appear to be able to distinguish between basic systems, such as FOT and legacy EHF terminals. (encl 9)

Loyalty to the Command

120. On the Friday after being informed that an investigating officer was coming, during Command Full Speed Ahead Training, CDR Cordero made several statements about loyalty to the command. (encl 3, 8, 9, 11)

121. CDR Cordero stated, "If you have problems with the Command, you shouldn't be going outside the Command. Don't bring up stuff outside the Chain of Command." (encl 8)

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122. He further stated "If you're going outside, outside the box, you're not being a team member, you're being selfish--not a team member, you have your own agenda." (encl 11)

123. At the Command DEOCS / CMEO debrief during the last GMT, the CO spoke how "everyone's ungrateful" and that individuals need to "stay in their lane." (encl 10, 18)

Treatment of CO Secretary

124. (b) (6) in order to "protect her" from CDR Cordero. (b) (6) stated that (b) (6) had been stressed out, crying, and having panics attacks from what she was encountering with CDR Cordero as his secretary. (encl 8)

125. CDR Cordero got angry if (b) (6) was absent from her desk for even a small period of time. (encl 8)

126. When the CO's secretary went to urinalysis, the CO was yelling from his office for her. (encl 8, 10)

127. (b) (6) has heard the CO yelling at the CO's Secretary. (encl 11)

128. The CO's Secretary had to ask for permission to go to the head. (encl 10)

129. Other sailors remarked that the CO was very demanding of the CO's Secretary. (encl 11, 12)

130. (b) (6) stated that it got to the point that if the CO's Secretary left her desk for any reason, like going to the head, they had to find a replacement to sit in the desk so it was always occupied. (encl 8)

131. The CO has asked subordinates to book his personal travel. (encl 8, 10)

Command Climate/Working Environment

132. Many sailors describe CDR Cordero as intimidating. (encl 8, 9, 19)

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133. (b) (6) stated that he sees the negative effects in other's faces because of certain interactions with CDR Cordero. (encl 14)

134. (b) (6), stated that he is fearful of CDR Cordero. (encl 9)

135. CDR Cordero has lost his temper. (encl 8, 9, 12, 14, 15)

136. CDR Cordero is described as high-energy. (Encl 3, 8, 11, 16, 17, 19)

137. For some people, the CO's energy level is motivational. (encl 7, 10, 16)

138. Others are overwhelmed or intimidated. (encl 8, 11, 17)

139. The CO is described as wanting things ASAP, without distinction. Everything is a priority. (encl 9, 14, 17, 19)

140. The CO frequently talks about trust and loyalty. (encl 3, 8, 9, 11, 14, 15, 18, 19)

141. The CO has stated, "If you lie to me or deceive me one time, the trust is gone-you don't get a second chance." (encl 11)

142. (b) (6) stated that CDR Cordero would criticize the Operations Officer in front of others. (encl 3)

143. During an OPS brief, CDR Cordero said on the watchfloor that OPS Department needed to fix itself "or else". (encl 3, 7, 11, 12).

144. CDR Cordero's "or else" comment was taken as a threat by some. (encl 3, 7, 11, 12)

145. The Operations Officer did not interpret this comment to be a directed threat. (encl 7)

146. CDR Cordero denied that he has ever lost his temper in a way that he regrets. (encl 20)

147. The Command Climate Survey contained negative comments about CDR Cordero. (encl 8, 15, 25)

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148. CDR Cordero was unable to answer and/or drew a blank about negative in the DEOCS/CMEQ survey. He stated that the negative comments were about the previous leadership. (encl 20)

CO Logon on to SIPRNET

149. (b) (6) stated that (b) (6) admitted to them that he ((b) (6)) logged into CDR Cordero's SIPRNet account while he was away so it would not be locked out. (encl 3, 8)

150. (b) (6) stated he never inappropriately logged into the CO's SIPRNet account. (encl 22)

151. The CO's SIPRNet account was never logged into while he was TAD or on Leave. (encl 29, 30)

152. The Operations Officer commented that he does not see CDR Cordero on SIPRNet often and has had to write responses for him before. He recalled that at some point, CDR Cordero's SIPRNET account was deactivated. Another CO became upset that emails to CDR Cordero were being returned. CDR Cordero now checks SIPRNet on Thursdays. (encl 7)

153. CDR Cordero had an issue with his SIPRNet token it took several months before he was issued a new one. (encl 20)

OPINIONS

1. (b) (5)

2. (b) (5)

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3. (b) (5) [REDACTED]

4. (b) (5) [REDACTED]

5. (b) (5) [REDACTED]

6. (b) (5) [REDACTED]

7. (b) (5) [REDACTED]

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8. (b) (5)

a. (b) (5)

b. (b) (5)

c. (b) (5)

d. (b) (5)

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(b) (5) [REDACTED]

e. (b) (5) [REDACTED]

f. (b) (5) [REDACTED]

9. (b) (5) [REDACTED]

10. (b) (5) [REDACTED]

RECOMMENDATIONS

1. (b) (5) [REDACTED]

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(b) (5) [REDACTED]

2. (b) (5) [REDACTED]

3. (b) (5) [REDACTED]

4. (b) (5) [REDACTED]

5. (b) (5) [REDACTED]

X Kristian P. Kearton

Kristian P. Kearton

Signed by: KEARTON.KRISTIAN.PORTER.1130415730